

## **Scope of Work**

Topic: Disability Diversity Training, Hiring & Retention:

Establishing a Model Training-to-Employment Program of People with Developmental Disabilities through the Business or Nonprofit Sectors

### **Eligibility**

The solicitation is open to the following organizations/agencies:

- Non-profits, for-profit businesses, and LLCs\*
- Governmental agencies
- Tribal governments

\*Note: Any organization that is not funded to employ people with disabilities will be given priority status. If an employment provider that is contracted with RSA or DDD applies, it cannot be the sole applicant, but must demonstrate a strong partnership with a business or nonprofit to employ people with significant disabilities.

### **Background**

The Arizona Developmental Disabilities Planning Council (ADDPC) is 100% federally funded and charged with advocacy, capacity building, and systemic change activities that promote inclusion of people with developmental disabilities across the lifespan. Council members are appointed by the Governor and make all funding decisions on which programs to support. A key goal area for ADDPC is employment, in which the Council will support at least one model employment or training-to-employment program that will strengthen the workforce and increase the employment rates of job candidates with disabilities.

Recognizing that the marketplace is diverse, many companies have dedicated their efforts to hiring a diverse and inclusive workforce. Frequently, however, workers with disabilities are overlooked in these diversity initiatives. To rectify this, organizations such as the Job Accommodation Network and the U.S. Business Leadership Network and its Arizona affiliate operate to train and support employers who desire to increase recruitment, retention, and promotion efforts to include workers with disabilities.

Yet, people with disabilities continue to be significantly underrepresented in Arizona's workforce and in the nation. Despite substantial improvements in Arizona's labor market conditions over the past decade, the gap in employment outcomes for people with and without disabilities has widened. By 2016, only 34.8% of Arizonans with disabilities were employed - much lower than the 74.5% of Arizonans without a disability employed. Barriers to employment include inadequate training, businesses' bias against workers with disabilities, and organizations' lack of knowledge on how to make accommodations or support an inclusive workforce to include people with disabilities.

But addressing these barriers could prove to be good business. In 2015, a poll was conducted with 898 Arizona voters, and it showed that 78% of survey respondents would prefer to give their business to companies who hire workers with disabilities. Organizations that are inclusive of people with disabilities – in recruitment, retention and advancement – benefit from a wider pool of talent, skills and creative business solutions. Additionally, work environments that are flexible and open to the talents of *all* qualified individuals, including those with disabilities, actually promote workplace success for *everyone*.

### **Purpose and Objective**

The purpose of this RFGA is to assist businesses/organizations in developing or expanding and executing a disability diversity initiative in their place of employment. The initiative should focus on recruitment, retention, and advancement and lead to increased employment outcomes of workers with disabilities. Retention refers to ongoing support in a job, if required. Activities considered should not supplant the organizations' funding, and it should not be duplicative. However, Council funding may be used to test new ideas or expand current activities if the outcome of greater employment among workers with developmental disabilities is achieved. The intention is to create or expand system change activities so that the organization is ready and willing to hire people with developmental disabilities through this funding, and promote them in the future. Training of workers and staff may also be included in this RFGA. It is expected that the organization will serve as an example to other organizations and businesses by sharing lessons learned, which will help other organizations to be more inclusive.

Applicants shall develop and implement activities that are culturally, linguistically responsive, age appropriate and sensitive to the persons they serve. Applicants are strongly encouraged to partner with other community stakeholders that will support the ADDPC objective. If successful, contractors will be asked, and agree to share information with the ADDPC, including participating employees and pictures (with participant permission) of their person employment experiences and the program in action.

Awarded projects will meet the Council's objective to:

*\*\*\*Increase the array of quality life, job and technical skills trainings required for competitive employment.*

It is expected that at least one model training program will be created that will train individuals with DD on skills needed to obtain and retain competitive employment, and that they will be successfully employed.

In the following Project Narrative, applicants must describe how the objective and expectation will be achieved during the contract period, and funded applicants will be required to track specific performance measures as identified by the Administration on Intellectual and Developmental Disabilities (AIDD), such as number of people with DD trained, number hired, number of policy or procedures created and/or improved within the organization, number of other businesses impacted, and number of people with DD who are satisfied with the model program and are better able to say what they want as a result of the project.

### **Total Amount Available**

\$150,000

### **Number of Funded Applicants**

Multiple

### **Definitions of Target Population Under Consideration by Executive Committee**

The question for the Executive Committee is who should be served under this grant? We have to report on the number of people with DD served, but how restrictive do we want to make this for employers?

- Should it be:
  - only people with developmental disabilities (DD) by the federal definition;
  - primarily people with DD, but people with significant support needs will not be turned away; or
  - any individual with significant support needs could be served.

Below are several definitions supported by the Employment committee, but we don't have a final definition. It is requested that the Executive Committee make a recommendation:

1. A developmental disability (DD) is a childhood impairment that also carries over to adulthood, for which there is no cure or effective treatment. An impairment is usually defined as being a substantial functional limitation in three of the following categories: self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living, and economic self-sufficiency. Examples of 'DD' are: ADHD, ASD, Cerebral Palsy, FASD, Fragile-X, hearing loss, ID, Muscular Dystrophy, Kernicterus, Tourette's, and vision impairment"
2. Targeted population: Individuals with disabilities who require supports

Description of targeted population: An individual who has a permanent physical or mental disability which limits one or more functional capacities (such as

mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills) in terms of an employment outcome

“Supports” refers to any good or service that helps a person with a disability overcome barriers in the employment setting. Without “supports” in place for this individual, there would be a noticeable impairment in at least one functional capacity listed above.

Examples of employment supports include: use of modified work spaces or schedules, coaching for job skills, assistive devices, etc..

3. According to 29 USCS 705(21)A [Title 29. Labor; Chapter 16. Vocational Rehabilitation and Other Rehabilitation Services; General Provisions] the term "individual with a significant disability" means an individual with a disability who has a severe physical or mental impairment which seriously limits one or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills) in terms of an employment outcome
4. From the DD Act of 2000: A developmental disability is a severe, chronic disability that occurs before an individual is 22 that is likely to continue indefinitely and results in substantial functional limitations in three or more of the following areas: self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living, and economic self-sufficiency. Diagnosed conditions may include autism, Down syndrome, intellectual disability, cerebral palsy, spina bifida, epilepsy, mental health issues, and others.